

Tiered Licensure

July 29, 2014



- Institutional recommendation from a College of Education:
 - A performance evaluation with basic or higher ratings in all 22 components of the Idaho state evaluation framework
 - Individualized Learning Plan
 - Student Learning Objectives or Measurable Student Achievement



- 3 year non-renewable certificate
- Professional Development in Years 1-3 includes:
 - Year 1 intensive mentoring (paid from leadership premium pool)
 - Year 2 mentoring at a lesser level (paid from leadership pool)
 - Year 3 independent practice

Qualification for Professional Certificate

- Teacher can apply after year 3 if he/she meets the following criteria:
 - For 2 of 3 years, including the final year prior to applying:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation framework. Specifically, must meet following criteria for 2 of 3 years, including the final year prior to applying
 - Must have 16 or more state performance evaluation elements marked as Proficient or higher
 - No more than 6 elements marked as Basic
 - > No more than 2 elements marked as Basic in Domain 1 or 4
 - No more than 1 element marked as Basic in Domain 2 or 3
 - No elements marked as Unsatisfactory
 - Increased Student Achievement/Growth (as defined in Appendix ___)
 - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation)



- If a teacher cannot meet the criteria to qualify for Professional Certificate within 3 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency. The teacher would not be certificated during this time period.
- If successful in completing the higher education instruction, the teacher can reapply for a Residency Certificate.
- A teacher would not be eligible for a continuing contract until he/she qualifies for the Professional Certificate.



- 5 year renewal
- Obtain 6 credits from approved institution
- For 3 of 5 years, one of which must be the 4th or 5th years, achieve the following:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation:
 - Must have 18 or more elements marked as Proficient on performance evaluation
 - No more than 4 elements marked as Basic
 - No more than 2 elements marked as Basic in Domain 1 or 4
 - No more than 1 element marked as Basic in Domain 2 or 3
 - No elements marked as Unsatisfactory
 - Increased Student Achievement/Growth
- Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation)

Contingencies

- If a teacher does not meet these criteria, he/she is moved to a Contingent Professional Certificate.
 - The teacher will be placed on an improvement plan.
 The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
 - Contingent status on Professional Certificate removed once Professional Certificate renewal requirements are satisfied.

Additional Professional Certificate Provisions

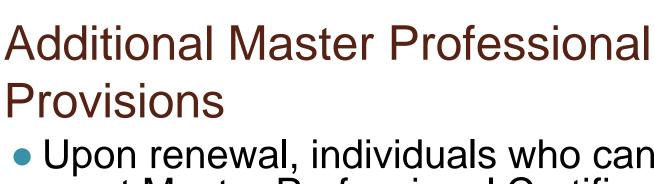
- Any teacher with Contingent Professional Certificate is not eligible for a leadership award.
- Any teacher with Contingent Professional Certificate is not eligible to move to Master Professional Certificate at next renewal.

Qualification for Master Professional Certificate

- 5 year renewable
- Obtain 6 credits from approved institution
- A minimum of 8 years teaching experience as certificated employee, the last 5 of which must be with standard Professional Certificate
- For 3 of 5 years, one of which must be the 4th or 5th years, must achieve the following:
 - Student achievement/growth
 - 60 percent of students must meet or exceed their growth targets
 - Demonstrated Teacher Proficiency on the Idaho state performance evaluation framework:
 - No elements marked as basic
 - No less than 6 distinguished ratings
 - > 4 out of the six must be in Domains 2 and 3

Qualification for Master Professional Certificate (Continued)

- For last 5 years:
 - No District Performance Improvement Plan or Probation
 - No elements marked as Unsatisfactory on state performance evaluation
 - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation



- Upon renewal, individuals who cannot meet Master Professional Certificate requirements will be granted a standard Professional Certificate.
- Upon renewal, individuals who cannot meet Master Professional or standard Professional Certificate requirements will be granted a Contingent Professional Certificate, and will be subject to the requirements associated with that certificate.
- Contingent status will be removed once standard Professional Certificate renewal requirements are satisfied.



 Summative evaluations based on Idaho state performance evaluation framework must include observations completed by two observers who have proof of proficiency in evaluating teacher performance as stated in IDAPA 08.02.02.121.05.c.



Certification Appeal Process

- Appeals regarding certification will be conducted by the Professional Standards Commission
- Appeals are made at the time of renewal or new certification
- Only the process as it applies to certification/recertification is appealable



- Deferred to subcommittee
- Discussion included:
 - Interim certificate
 - Movement from Interim Certificate to Professional or Master Professional Certificate
 - Proof of performance to meet applicable certificate requirements
 - Teachers with fewer than three years experience could apply for a Professional Certificate
 - Process must maintain the integrity of Idaho's system and not undermine Idaho teachers



- Less than 3 year experience:
 - 3 Year Interim Certificate (non-renewable)
 - Must meet proficiency and student achievement/growth requirements for moving from Residency Certificate to Professional Certificate
 - May provide proof of meeting requirements through evidence of comparable experience proficiency and student growth out-of-state
 - May move once they can show evidence of meeting comparable Professional Certificate requirements and have met at least one year of proficiency and student growth requirements in Idaho
 - If not achieved Interim Certificate expires and are subject to the same provisions of failure to meet Professional Certificate requirements



- 3 or more years experience:
 - 3 Year Interim Certificate (non-renewable)
 - Must meet proficiency and student achievement/growth requirements for moving from Residency Certificate to Professional Certificate
 - May provide proof of meeting requirements through evidence of comparable experience proficiency and student growth out-of-state
 - May move once they can show evidence of meeting comparable Professional Certificate requirements and have met at least one year of proficiency and student growth requirements in Idaho
 - If not achieved Interim Certificate expires and are subject to the same provisions of failure to meet Professional Certificate requirements



- More than 7 years experience:
 - 3 Year Interim Master Professional Certificate (non-renewable)
 - Must show proof of meeting Master
 Professional Certificate proficiency and student
 growth requirements through comparable out of-state experience and evidence
 - Must meet proficiency and student achievement requirements in 2 of 3 years to move to Master Professional Certificate



Leave of Absence (Professional Cert.s)

- Teachers who are granted a district approved leave of absence for 1 or more years (may include leave based on district appointed position other than teaching) may receive a maximum 1 year extension to renewal time frame
- Teacher notifies Certification Department that they have an approved leave of absence from school district

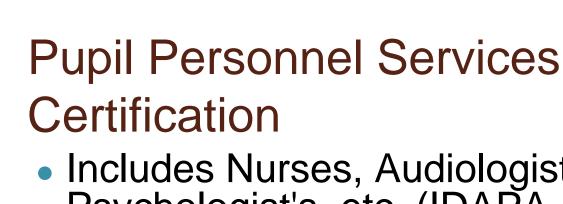


- Applies to certificate holders who are no longer in the classroom
- During inactive status, must maintain credit renewal requirement
- Must complete prescribed courses prior to returning to active status
- Upon return to active status, placed at year 1 of standard Professional Certificate, provided any contingencies applicable at the time the individual became inactive shall apply upon reactivation.
- Must apply for inactive certificate status prior to or at the time of current certificate renewal.



Exceptional Child Certification Teacher/Librarian Endorsement Gifted and Talented Certification

 Teachers with above certifications and endorsements participate in the tiered licensure model



- Includes Nurses, Audiologists, Psychologist's, etc. (IDAPA 08.02.02.027)
- Separate from teachers for purposes of evaluation and funding
- Reclassify as "School Support Specialists"?
- Could include IT, purchasing agents, fiscal agents, other specialty and classified administrative personnel